



FY 21 Captain Selection Board Results Analysis

13 May 2020

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FAO OCM***



Overall Statistics

FY 21 O6 Results

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1710	27	6	22.22	18	6	33.33	26	0	0.00	12	66.67
Total	27	6	22.22	18	6	33.33	26	0	0.00	12	66.67

Effective opportunity (# of selects divided by total # of AZ+IZ eligibles): 27%

FY 20 O6 Results

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1710	25	4	16.00	18	6	33.33	27	0	0.00	10	55.56
Total	25	4	16.00	18	6	33.33	27	0	0.00	10	55.56

Effective opportunity to CAPT in FY20: 23%

FY 19 O6 Results

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1710	27	2	7.41	18	7	38.89	25	1	4.00	10	55.56
Total	27	2	7.41	18	7	38.89	25	1	4.00	10	55.56

Effective opportunity to CAPT in FY20: 22%



Other Community and AOR Analysis

	In-zone Date of Rank	FY21 Opportunity	FY20 Opportunity	Number of FY21 Selections		
				AZ	IZ	BZ
FAO	01 Sep 15 to 01 Jan 17	67%	56%	6	6	0
URL	01 Sep 15 to 01 Sep 16	55%	55%	43	187	8
Intel	01 Sep 15 to 01 Sep 16	61%	60%	4	13	0
CW	01 Feb 16 to 01 Sep 16	95%	60%	7	10	0
IP	01 Dec 15 to 01 Sep 16	64%	59%	1	7	1
HR	01 Sep 15 to 01 Sep 16	63%	61%	4	5	1
PAO	01 Jan 15 to 01 Jan 15	50%	50%	0	4	0

Low CAPT inventory Navy-wide has forced opportunity (#picks/#in-zone eligibles) to exceed policy cap of 60% in order to promote the number of needed officers while preserving a minimum of 3yrs TIG for in-zone pool

AOR/Status	CENTCOM	PACOM	SOUTHCOM	EUCOM	AFRICOM
FAO Selectees	2	6	2	1	1

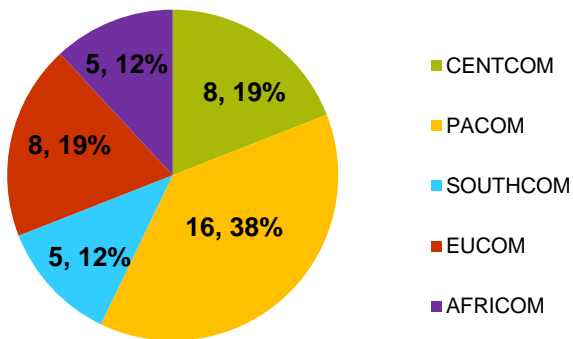
No quotas for AOR-- selection based on performance/qualifications only



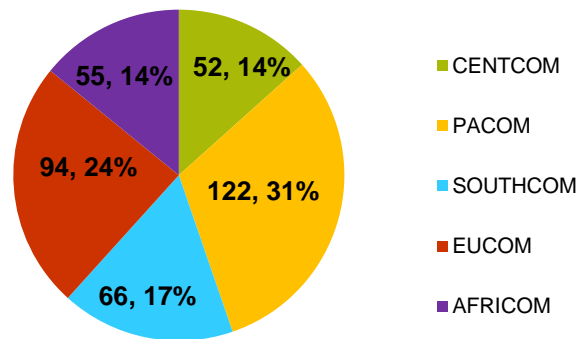
AOR Distribution Historical Data

AOR/Status	CENTCOM	PACOM	SOUTHCOM	EUCOM	AFRICOM	Totals
FY21 Selects	2 (17%)	6 (50%)	2 (17%)	1 (8%)	1 (8%)	12 (100%)
FY20 Selects	2 (20%)	2 (20%)	2 (20%)	2 (20%)	2 (20%)	10 (100%)
FY19 Selects	1 (10%)	5 (50%)	0	3 (30%)	1 (10%)	10 (100%)
FY18 Selects	2 (33%)	2 (33%)	1 (17%)	1 (17%)	0	6 (100%)
FY17 Selects	1 (25%)	1 (25%)	0	1 (25%)	1 (25%)	4 (100%)
5 year sum	8 (19%)	16 (38%)	5 (12%)	8 (19%)	5 (12%)	42 (100%)
Total FAOs by AOR	52 (13%)	122 (31%)	66 (17%)	94 (24%)	55 (14%)	389 (100%)

5 year total Captain selections by AOR



Distribution of 389 AC FAOs by AOR



5 year average of O6 selections by region roughly approximates distribution of current inventory of FAOs by region
No AOR is disadvantaged for promotion



Selection Analysis

Selection Analysis Criteria	Selects	Non-Selects
CDR Milestone Completed (FM2 AQD)	100% (12/12)	79% (26/33)
FAO Qualified (FA1/2/3/4/5 AQD)	100% (12/12)	94% (31/33)
Full Joint Tour Credit (JS2 or JS5 AQD)	67% (8/12)	85% (28/33)
JPME Phase I	100% (12/12)	79% (26/33)
JPME Phase II	25% (3/12)	15% (5/33)
Only have tours in 1 Line of FAO Work	25% (3/12)	12% (4/33)
2 Lines of FAO Work	58% (7/12)	67% (21/33)
3 Lines of FAO Work	17% (2/12)	24% (8/33)
At least 1 language above 2/2	100% (12/12)	85% (28/33)
2 or more languages above 2/2	50% (6/12)	61% (20/33)
75% or more of FITREPs at or above RS average in current and previous rank	83% (10/12)	30% (10/33)
1 or more CDR FITREPs with Block 42 Hard Breakout (EP in competitive group)	75% (8/12)	30% (10/33)
Over 50% of FITREPs in current rank with Block 41 breakouts that are or would have been competitive Eps if in competitive groupings (i.e., with words like "top x%" or "#x of x")	100% (12/12)	36% (12/33)
At least 1 FITREP with Block 41 #1 breakouts in current rank	100% (12/12)	52% (17/33)
At least 4 FITREPs with #1-#4 Block 41 soft breakouts in current rank	42% (5/12)	21% (7/33)

Selection rate overall: (selections/AZ+IZ eligibles)	27% (12/45)
Selection rate FAOs who lateral transferred at 6-11 Years of Commissioned Service (YCS) mark	31% (5/16)
Selection rate for FAOs who lateral transferred at 12-16 YCS mark	32% (7/22)
Selection rate for FAOs who lateral transferred at or beyond 17 YCS	0% (0/7)

FM2, FAQ, JPME I and 2/2 were critical in demonstrating “Fully Qualified” standard; Sustained Superior Performance determined “Best Qualified”



Trend Analysis Caveats

- **Correspondence to the board is not reflected in analysis**
- **Small sample size limits conclusions**
- **AZ records no longer stamped AZ, so board is blind to which records are 1xAZ, multiple times AZ or IZ.**

Below Zone Records

- **After the board completes the first vote on AZ/IZ records, members move on to view the BZ records, displayed in the “Tank” by seniority without recorder review, member review/markup, or brief**
- **Members vote each BZ record as to whether it should be included in the crunch with the AZ/IZ records**
- **BZ selections limited to 10% of the Zone size**
- **BZ eligibles not selected DO NOT incur a Failure of Selection**



Trend Analysis Conclusion

- **Several officers who were In-zone but not selected on last year's board, who then took follow on orders to hard tours and gave a breakout performance, were selected for promotion on their second look**
- **No apparent advantage for those who have experience in one, two, or all three lines of FAO work; Key was to demonstrate Sustained Superior Performance (SSP) in MS and follow-on tour, regardless of which line of work**
- **While difficult to be competitive when redesignating after 16 YCS, there was no advantage to selection for those who redesignated as LTs vs. very senior LCDRs; Key for success was SSP in both previous community and as a FAO**
- **Maintaining 2/2 or better in a language of your assigned AOR was critical to meet the "Fully Qualified" standard for selection**
- **Most selectees earned at least one #1 competitive EP and had consistent multiple strong soft breakouts**
- **Several officers with no opportunity for hard breakout were still selected due to multiple Soft breakouts (i.e. #1 of 16 O5s across all services)**
- **Removal of Zone Stamps (AZ, IZ, BZ) having significant impact**
 - **No stigma associated with AZ – AZ is in the FIGHT!**

Sustained Superior Performance throughout an officer's career is the greatest determining factor in selection for promotion



Merit Reorder Analysis

- **Merit reorder system introduced in FY20 boards as a talent management initiative to enable the highest performing officers to promote sooner than they would have under the traditional seniority based promotion timeline**
- **Board is authorized to merit reorder up to 15% of the number of selected officers**
- **This year's merit reordered CAPT (Select) was already serving in a CAPT billet, in an arduous overseas location, with breakout performance after only a short time on the job**
- **Merit reordered CAPT (Select) will promote to CAPT on Oct. 1st, 2020, with the remaining selectees promoting throughout the FY per the traditional seniority-based promotion phasing plan, culminating with the final 55% occurring on Sep. 1st, 2021**